



Multicultural Council of Saskatchewan

Strategic Plan 2019 – 2023

STRATEGIC DIRECTION #1: Multicultural values are widely reflected in the community	
Objectives	Measures
1.1. Advocate and support organizations to develop plans, policies and processes that advance multicultural values.	1.1.1 Governments of all levels, institutions, businesses, media, and organizations that access MCoS' resources incorporate multicultural values in their strategic plans, policies and processes.
1.2. Sustain and enhance organizational efforts to promote the recognition and rejection of racism.	1.2.1 Existing resources and initiatives are leveraged to enhance the geographic reach and impact of anti-racism efforts.

STRATEGIC DIRECTION #2: The capacity of the multicultural community is strengthened	
Objectives	Measures
2.1 Cultivate a deeper understanding, acceptance, and demonstration of multicultural values in the multicultural community.	2.1.1 Multicultural activities that MCoS funds reflect a deeper understanding of Respect for Diversity, and an increased focus on Recognition and Rejection of Racism, Intercultural Connections, and Integration.
2.2 Advance multicultural values by enhancing the support provided to our members and strategic stakeholders.	2.2.1 Provide financial support to members
	2.2.2 Enhance the targeted reach and effective utilization of new or existing tools amongst strategic stakeholders.
	2.2.3 Provide organizational development support to members

2.3 Connect people and organizations	2.3.1 Conduct a province-wide stakeholder analysis to facilitate the design and implementation of a targeted engagement strategy.
	2.3.2 Provide and leverage networking opportunities amongst strategic stakeholders.
	2.3.3 Increased outreach to members, particularly in rural and northern communities.
	2.3.4 Foster the leadership capacity of champions to promote multicultural values.

STRATEGIC DIRECTION #3: Respectful relationships between Indigenous people and MCoS members are strengthened

Objectives	Measures
3.1 Expand activities that build intercultural relationships between Indigenous and multicultural communities.	3.1.1 Development of an engagement strategy to expand and deepen relationships between MCoS and Indigenous communities.
	3.1.2 Relationships with leaders from Indigenous communities result in mutual expectations about what MCoS will do to enhance intercultural relationships, and advance decolonization, indigenization, and reconciliation.
	3.1.3 Provide educational and relationship building opportunities for MCoS members and Indigenous communities.

STRATEGIC DIRECTION #4: The capacity of MCoS is strengthened

Objectives	Measures
4.1 Ensure the financial sustainability of MCoS	4.1.1 Increased and diversified funding that enhances organizational capacity.
	4.1.2 Progress towards achieving reserve large enough to support 6 months of salary and administration costs.
4.2 Optimize the operational capacity of MCoS to enable achievement of the Ends	4.2.1 Optimize governance performance
	4.2.2 Optimize administrative, communications, and program performance.